Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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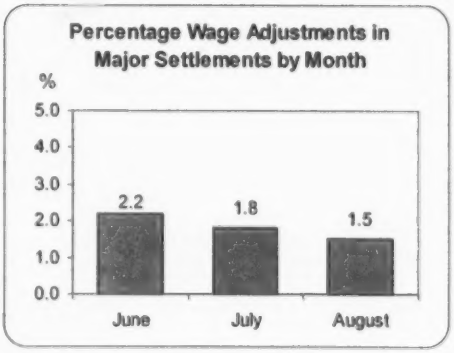
Wage Settlements

Covering 500 or More Employees

August 2010

Major collective bargaining settlements reached in the month of August 2010 provided base-rate wage adjustments averaging 1.5% annually over the contract terms. The results are based on a review of 11 agreements and cover 33,940 employees.



When the parties to these settlements previously negotiated, contract durations averaged 37.4 months and the resulting wage adjustments averaged 3.8%, compared to the 1.5% in their current round of settlements and average contract durations of 39.9 months.

Wage adjustments averaged 1.4% in the public sector and 1.9% in the private sector where the largest concentration of employees (69.8%) was in the public sector. The lowest average wage adjustment in the public sector was due in part to the Regional Health Authorities of Manitoba settlement and 11,000 nurses with wage gains averaging 1.1% and the Government of Nova Scotia and 7,700 administrative and service employees settling for a wage adjustment averaging 1.0%. These 2 agreements together accounted for 79% of the employee coverage in the public sector and 55% of the employee coverage in all the August settlements. In the private sector, the United Parcel Service Canada Ltd. agreement provided 5,600 employees with an average annual adjustment of 2.1%. This agreement alone accounted for 54.7% of employees in this sector.

Canada

On a jurisdictional basis, Ontario registered the largest average wage adjustment at 3.1% (a single construction agreement covering 760 employees). The smallest average wage adjustments were recorded in both New Brunswick and British Columbia at 1.0%. In the federal jurisdiction, 3 agreements provided 7,080 employees with an average wage adjustment of 2.0% (includes Canadian Freightways, United Parcel Service Canada Ltd. and TELUS Communications Inc.).

On an industry basis, the largest average wage adjustment was in the construction sector, at 3.1%. The lowest average adjustment was reported in the manufacturing sector, at 1.0%.

In August, 75% of employees received average annual wage increases in the 1.0 to 1.9% range. The remaining 25% of employees received wage increases at or above 2.0%.

For major settlements to date in 2010 (January to August), wage adjustments are averaging 2.0%. The upcoming Government of Quebec's tentative settlements (average annual adjustment of 1.2%) will exert more downward pressure on the aggregate average annual wage figure when they ratify.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2010		
	June	**July**	**August**
Sectors			
Public Sector	2.0	1.3	1.4
Private Sector	2.6	2.1	1.9
All Industries/Jurisdictions			
Average Annual Adjustment	2.2	1.8	1.5
Non-COLA	2.3	1.7	1.4
COLA	2.1	2.0	2.1
First-Year Adjustment	1.6	1.0	0.8
Non-COLA	1.4	1.3	0.8
COLA	2.8	0.3	1.2

	2010		
	June	July	August
Industries			
Primary Industries	5.7	-	-
Utilities	-	0.0	-
Construction	2.4	2.7	3.1
Manufacturing	0.9	1.9	1.0
Wholesale and Retail Trade	4.3	-	-
Transportation	1.9	2.1	2.0
Information and Culture	-	1.7	1.9
Finance and Professional Services	3.5	-	-
Education, Health and Social Services	1.9	1.2	1.2
Public Administration	2.3	1.5	1.5
Jurisdictions			
Prince Edward Island	1.9	-	-
Nova Scotia	-	-	1.1
New Brunswick	-	-	1.0
Quebec	2.1	0.4	-
Ontario	2.3	2.3	3.1
Manitoba	-	1.4	1.1
Saskatchewan	4.3	1.8	-
Alberta	2.2	0.0	3.0
British Columbia	0.0	0.0	1.0
Territories	2.2	-	-
Multiprovince	-	2.5	-
Public Service Labour Relations Act	-	-	-
Canada Labour Code, Part I	2.2	2.0	2.0
Federal Jurisdiction	2.2	2.0	2.0

Average Annual Percentage Wage Adjustments by Quarter

	2009		2010	
	3rd	4th	1st	2nd
Sectors				
Public Sector	2.2	2.3	2.2	1.8
Private Sector	1.6	1.6	1.9	2.5
All Industries/Jurisdictions				
Average Annual Adjustment	1.9	2.1	2.1	2.0
Non-COLA	2.0	2.1	2.1	2.0
COLA	0.8	1.8	1.5	2.0
First-Year Adjustment	1.8	2.1	2.1	1.8
Non-COLA	1.9	2.2	2.1	1.8
COLA	0.0	1.7	1.5	2.6
Industries				
Primary Industries	-	-	0.8	5.7
Utilities	3.0	2.5	2.9	0.0
Construction	4.2	2.5	2.1	2.4
Manufacturing	1.2	1.2	1.2	1.3
Wholesale and Retail Trade	1.9	1.7	1.9	4.3
Transportation	0.3	2.1	3.7	1.9
Information and Culture	3.1	1.9	0.0	-
Finance and Professional Services	2.9	2.2	-	3.1
Education, Health and Social Services	2.7	2.4	2.1	2.4
Entertainment and Hospitality	1.9	-	2.4	1.2
Public Administration	2.0	2.4	2.8	1.1
Jurisdictions				
Newfoundland and Labrador	-	-	1.1	1.7
Prince Edward Island	-	-	-	1.9
Nova Scotia	3.4	2.3	2.1	-

	2009		2010	
	3rd	4th	1st	2nd
Jurisdictions (continued)				
New Brunswick	6.0	-	2.6	-
Quebec	-	2.1	1.9	1.7
Ontario	2.2	1.9	2.0	2.4
Manitoba	-	2.4	3.3	-
Saskatchewan	4.8	-	-	2.3
Alberta	4.5	4.3	5.6	2.7
British Columbia	2.9	3.0	0.2	0.0
Territories	-	-	-	2.2
Multiprovince	3.0	0.0	-	-
Public Service Labour Relations Act	1.7	1.7	-	-
Canada Labour Code, Part I	0.3	1.9	1.7	2.1
Federal Jurisdiction	0.8	1.8	1.7	2.1

Average Annual Percentage Wage Adjustments by Year

	2007	2008	2009	2010
Sectors				
Public Sector	3.4	3.5	2.5	1.9
Private Sector	3.2	2.5	1.8	2.2
All Industries/Jurisdictions				
Average Annual Adjustment	3.3	3.2	2.4	2.0
Non-COLA	3.3	3.4	2.4	2.0
COLA	3.4	1.7	2.3	2.0
First-Year Adjustment	3.9	3.6	2.5	1.8
Non-COLA	3.9	3.8	2.6	1.8
COLA	3.5	1.9	1.9	1.6

	2007	2008	2009	2010
Industries				
Primary Industries	4.6	4.3	2.5	2.9
Utilities	3.9	2.3	3.0	0.6
Construction	3.4	5.4	3.7	2.4
Manufacturing	2.5	1.1	1.6	1.4
Wholesale and Retail Trade	2.4	2.8	1.8	3.1
Transportation	2.7	3.1	1.1	2.2
Information and Culture	3.0	2.0	2.1	1.4
Finance and Professional Services	3.6	2.8	2.6	3.1
Education, Health and Social Services	3.5	3.8	3.0	2.2
Entertainment and Hospitality	3.3	1.9	2.0	2.2
Public Administration	3.4	2.7	2.1	1.2
Jurisdictions				
Newfoundland and Labrador	1.6	5.0	5.0	1.3
Prince Edward Island	2.8	3.0	3.6	1.9
Nova Scotia	3.0	4.0	2.9	1.5
New Brunswick	2.5	3.7	6.0	2.2
Quebec	3.2	2.4	2.2	1.6
Ontario	3.1	2.6	2.4	2.3
Manitoba	3.0	3.4	2.9	2.1
Saskatchewan	4.1	5.1	5.0	2.2
Alberta	4.9	4.8	4.5	3.7
British Columbia	3.0	2.5	3.0	0.1
Territories	3.0	4.4	2.4	2.2
Multiprovince	3.0	-	2.1	2.5

	2007	2008	2009	2010
Jurisdictions (continued)				
Public Service Labour Relations Act	2.8	2.9	1.7	-
Canada Labour Code, Part I	2.7	2.9	1.2	2.0
Federal Jurisdiction	2.8	2.9	1.6	2.0

***Note**: Data for 2010 cover the months of January through August.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 2000

Year	Public	Private	Both Sectors
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.2	2.5
2007	3.4	3.2	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	1.9	2.2	2.0

***Note**: Data for 2010 cover the months of January through August.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 175KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

Major Settlements Reached in August 2010

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Construction				
National Capital Road Builders Association Ottawa, Ontario International Union of Operating Engineers (AFL-IO/CLC); Teamsters Canada (CtW/CLC); Laborers' International Union of North America (CtW) labourers; heavy equipment operators	760	3.1	36.0	Apr 30, 2013
1 agreement	**760**	**3.1**	**36.0**	
Manufacturing				
Western Forest Products Inc. Coastal Region and Vancouver Island, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (AFL-CIO/CLC) mill employees; woods employees	2,400	1.0	48.0	Jun 14, 2014
1 agreement	**2,400**	**1.0**	**48.0**	
Transportation				
Canadian Freightways province-wide, Alberta, British Columbia, Manitoba and Saskatchewan; territory-wide, Northwest Territories and Yukon Territory Teamsters Canada (CtW/CLC) truck drivers; dockmen; mechanics	560	1.3	36.0	Dec 31, 2012
United Parcel Service Canada Ltd. Canada-wide, Multiprovince Teamsters Canada (CtW/CLC) truck drivers; mechanics	5,600	2.1*	60.0	Jul 31, 2015
2 agreements	**6,160**	**2.0**	**57.8**	

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Information and Culture				
TELUS Communications Inc. province-wide, Quebec Canadian Union of Public Employees (CLC) trade employees; telephone operators; office employees and technicians	920	1.9*	60.0	Dec 31, 2014
1 agreement	**920**	**1.9**	**60.0**	
Education, Health and Social Services				
Dalhousie University Halifax, Nova Scotia Canadian Union of Public Employees (CLC) teaching assistants; instructors	900	2.3	36.0	Aug 31, 2012
Regional Health Authorities of Manitoba province-wide, Manitoba Manitoba Nurses' Union (CLC) nurses	11,000	1.1	42.0	Mar 31, 2013
2 agreements	**11,900**	**1.2**	**41.5**	
Public Administration				
ATB Financial province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) administrative services employees	1,890	1.5	24.0	Mar 31, 2011
City of Calgary Calgary, Alberta International Association of Fire Fighters (AFL-CIO/CLC) firefighters	1,210	5.4	24.0	Dec 31, 2010
Government of New Brunswick province-wide, New Brunswick Canadian Union of Public Employees (CLC) health and social care professional employees	1,000	1.0	48.0	Aug 15, 2013

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Public Administration (continued)				
Government of Nova Scotia province-wide, Nova Scotia Nova Scotia Government and General Employees Union (CLC) administrative services employees; service and maintenance employees; health and social care professional employees	7,700	1.0	24.0	Mar 31, 2012
4 agreements	**11,800**	**1.5**	**26.0**	
Agreements with COLA - 2 agreements	**6,520**	**2.1**	**60.0**	
Agreements without COLA - 9 agreements	**27,420**	**1.4**	**35.2**	
All Agreements - 11 agreements	**33,940**	**1.5**	**39.9**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Saskatchewan				
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Multiprovince				
Government of Canada	Various unions	128,660	B/TENT	Nov 09/Dec 10
Canada Revenue Agency	PSAC	33,160	CO	Oct 10
Canada Post Corporation	CUPW	6,000	ARB	Sep 09
Federal Jurisdiction, Private Sector				
Multiprovince				
TELUS Corp.	TWU	13,700	B	Nov 10
Canadian National Railway Company	Teamsters Canada	2,700	TENT	Jul 10
NAV CANADA	IBEW/CAW-Canada	1,620	B/TENT	Aug 09/Apr 10
British Columbia				
British Columbia Maritime Employers Association	ILWU Canada	4,500	MED	Mar 10
Provincial and Territorial Jurisdiction, Public Sector				
Prince Edward Island				
Government of Prince Edward Island	PEIUPSE	1,950	ARB	Mar 10
Prince Edward Island Department of Health	PEIUPSE	1,000	ARB	Mar 10
Nova Scotia				
Government of Nova Scotia	NSTU	10,000	B	Jul 10
Capital District Health Authority	NSGEU	8,350	B	Oct 10

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdiction, Public Sector (continued)				
Nova Scotia (continued)				
Health Association Nova Scotia	NSNU	3,580	B	Oct 09
Government of Nova Scotia	CUPE	1,650	B	Oct 09
Halifax Regional School Board	CUPE	770	B	Jul 09
New Brunswick				
Government of New Brunswick	NBUPPE/CUPE	11,040	B/TENT	Dec 08–Feb.09– Dec 09–Mar 10
Quebec				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	79,780	B/MED/ TENT	Mar 10
Gouvernement du Québec	Various unions	68,990	B/TENT	Mar 10
Management Negotiating Committee for School Boards	Various unions	37,950	B/TENT	Mar 10
Comité patronal de négociation des collèges	Various unions	21,730	B/TENT	Mar 10
City of Montréal	Various unions	2,300	ARB	Dec 06
Hydro-Québec	Syndicat professionnel des ingénieurs d'Hydro-Québec inc.	1,490	CO	Dec 08
Le Réseau de transport de la Capitale	Confédération des syndicats nationaux	920	B	Jun 09
City of Québec	Fraternité des policiers et policières de la Ville de Québec	800	ARB	Dec 06

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdiction, Public Sector (continued)				
Ontario				
Universities	Various unions	16,620	B	Apr/Jun/Aug 10
Ontario Hospital Association	SEIU	15,000	ARB	Oct 09
City of Toronto	IAFF	3,000	B	Dec 09
London Health Sciences Centre	CAW-Canada	1,190	B	Oct 10
Manitoba				
Government of Manitoba	MGEU	13,500	B	Mar 10
Saskatchewan				
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	TENT	Mar 08/Mar 09
Government of Saskatchewan	STF	12,000	B	Aug 10
SaskPower	CEP/IBEW	2,080	B	Dec 09
City of Saskatoon	CUPE	1,490	B	Dec 09
City of Regina	CUPE	1,200	B	Dec 09
Alberta				
Government of Alberta	AUPE	22,000	B	Aug 10
British Columbia				
Community Social Services Employers Association	BCGEU	15,000	B	Mar 10
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10
Nunavut				
Government of Nunavut	NTA	640	MED	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Private Sector				
Ontario				
Construction Sector	Various unions	19,200	B	Apr 10
Zehrs Markets, division of Zehrmart Limited	UFCW Canada	11,340	B	Jul 10
Hamilton Steel GP Inc.	USW	2,400	B	Jul 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10
Alberta				
Canada Safeway Limited	UFCW Canada	10,725	B	Mar 10
XL Foods Lakeside Packers	UFCW Canada	2,100	B	Dec 09
British Columbia				
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	7,500	B/TENT	Jun 09

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Canada Post Corporation	CUPW	48,000	Mar 11
Federal Jurisdiction, Private Sector			
Air Canada	Various unions	25,730	Dec 10/Mar 11
Canadian National Railway Company	CAW-Canada	4,130	Dec 10
Canadian Pacific Railway	CAW-Canada	2,290	Dec 10
Provincial and Territorial Jurisdictions, Public Sector			
Ontario Hospital Association	Various unions	57,970	Mar 11
HBA Services	HSAA	14,000	Mar 11
City of Montréal	CUPE	10,000	Dec 10
Toronto Transit Commission	ATU	8,970	Mar 11
Government of New Brunswick	NBNU	5,800	Dec 10
Government of Nunavut	PSAC	2,100	Sep 10
Provincial and Territorial Jurisdictions, Private Sector			
Pratt & Whitney Canada	CAW-Canada	2,800	Feb 11

Major Work Stoppages

Involving 500 or more employees, from **September 10 to September 23, 2010.**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union and Employees	Issues	Starting	Ending
The Fairmont Royal York Hotel Toronto, Ontario UNITE HERE Canada 830 hotel employees	Not available	Sep 10/2010	Sep 10/2010
Sears Canada (Logistics Centre) Vaughan, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 540 warehouse employees	Not available	Apr 1/2010 Lockout	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Innovative Workplace Practices

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

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